



Gender Equality in Public Administration: A Global Workshop

Co-Hosts:

University of Pittsburgh

United Nations Development Programme

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Gender Equality in Public Administration: A Global Workshop



The GEPA Initiative, Gender Inequality Research Lab (GIRL), and Gen-PaCS Dataset

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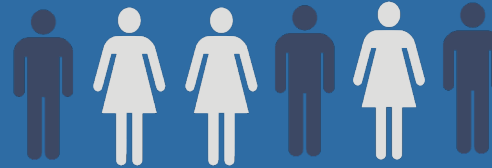


GENDER EQUALITY IN PUBLIC ADMINISTRATION



Women have the **right to participate** in decision-making

Universal Declaration of Human Rights, Beijing Platform for Action, ECOSOC, UNDP Gender Equality Strategy



PA should be **representative** of society and tap into the **full potential** of the workforce



Women's **equal** participation in decision-making including in PA **contributes to development**



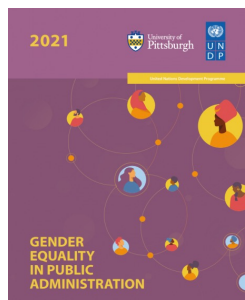


Gender Equality in Public Administration (GEPA) initiative started in 2011, led to the first Global Report in 2014



Anchored by **2030 Development Agenda**

- Indicator 16.7.1b: measures the proportionality of women's representation at all levels of the public service



2021 global report **Gender Equality in Public Administration** launched in July, and now at the University of Pittsburgh

THE **GEPA** WORKING GROUP



2015 <ul style="list-style-type: none">• availability and quality of sex-disaggregated data• qualities of “good data” and tracking systems	2016 <ul style="list-style-type: none">• country definitions of PA• age-gender intersections• availability of subnational data• LGBTI inclusion	2017 <ul style="list-style-type: none">• armed conflict and GEPA data availability and quality• armed conflict gender equality outcomes
2018 <ul style="list-style-type: none">• processes through which armed conflict shapes GEPA• armed conflict and women in decision-making	2019 <ul style="list-style-type: none">• global GEPA database• women’s inclusion in environmental ministries• support SDG 16.7.1b	2020 <ul style="list-style-type: none">• new GEPA Global Report (2021)• COVID-19 and inclusive governance

GENDER INEQUALITY RESEARCH LAB - GIRL @ PITT



Launched at **joint UNDP-Pitt workshop** in November 2017 at the University of Pittsburgh

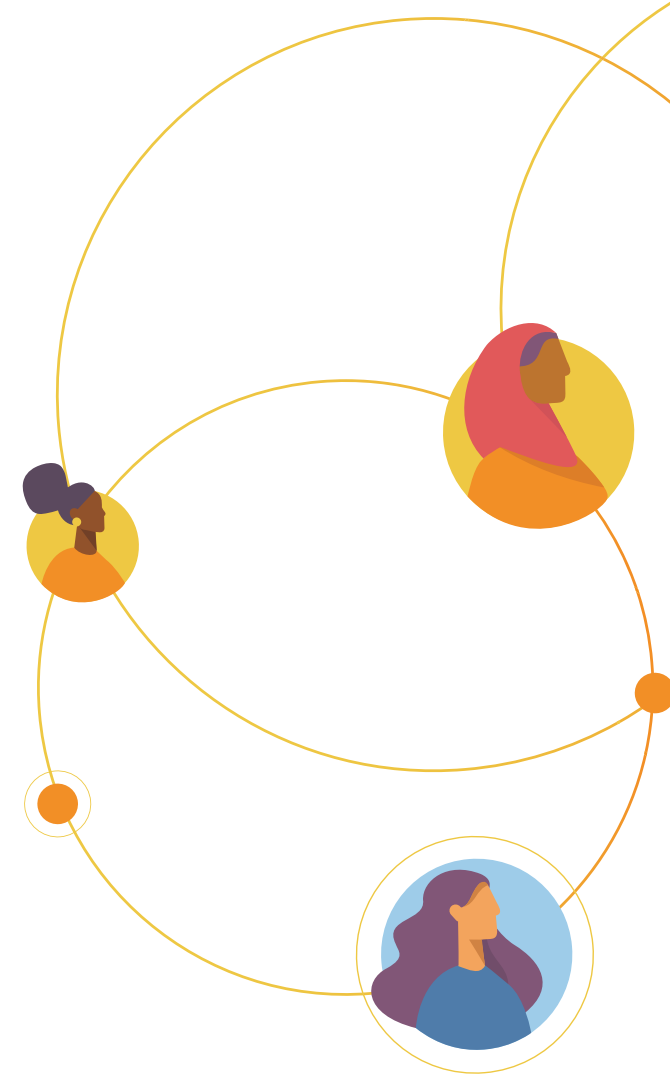
Interdisciplinary research forum for scholars and practitioners to **collaborate on policy-relevant research** on gender inequality



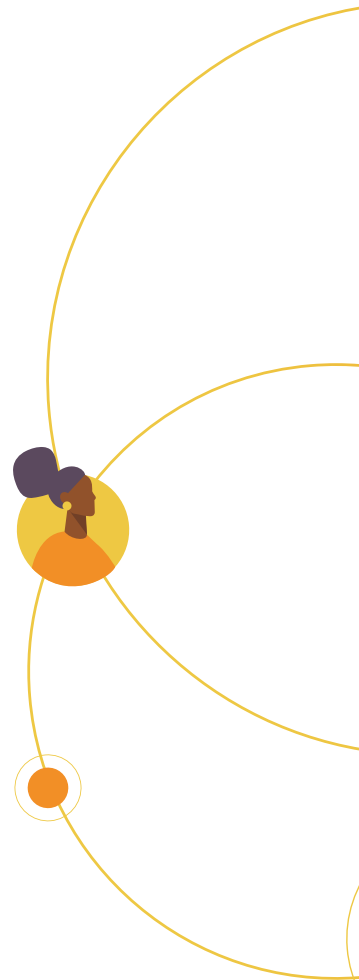
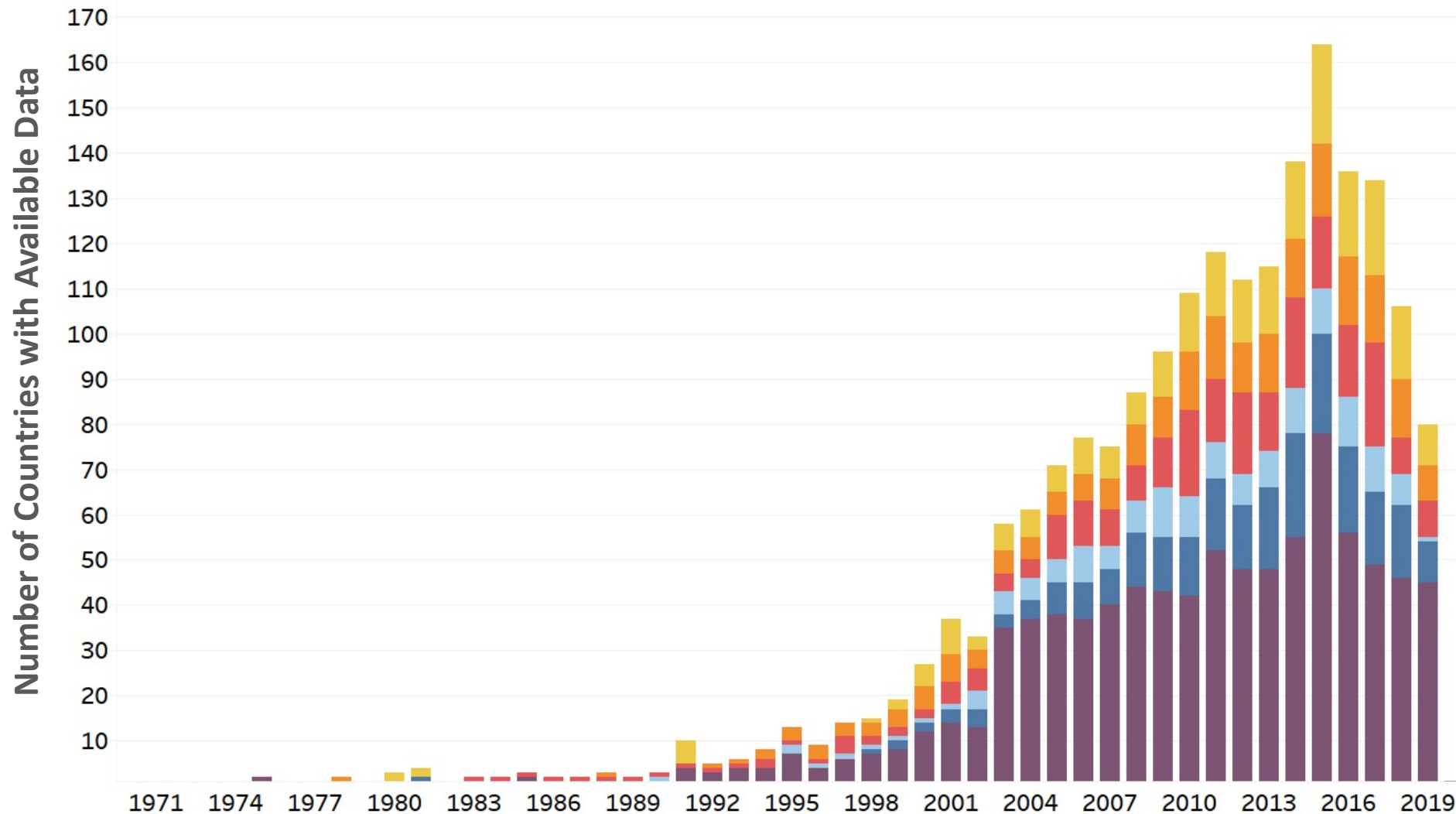
GEN-PACS (GENDER PARITY IN CIVIL SERVICE) DATASET



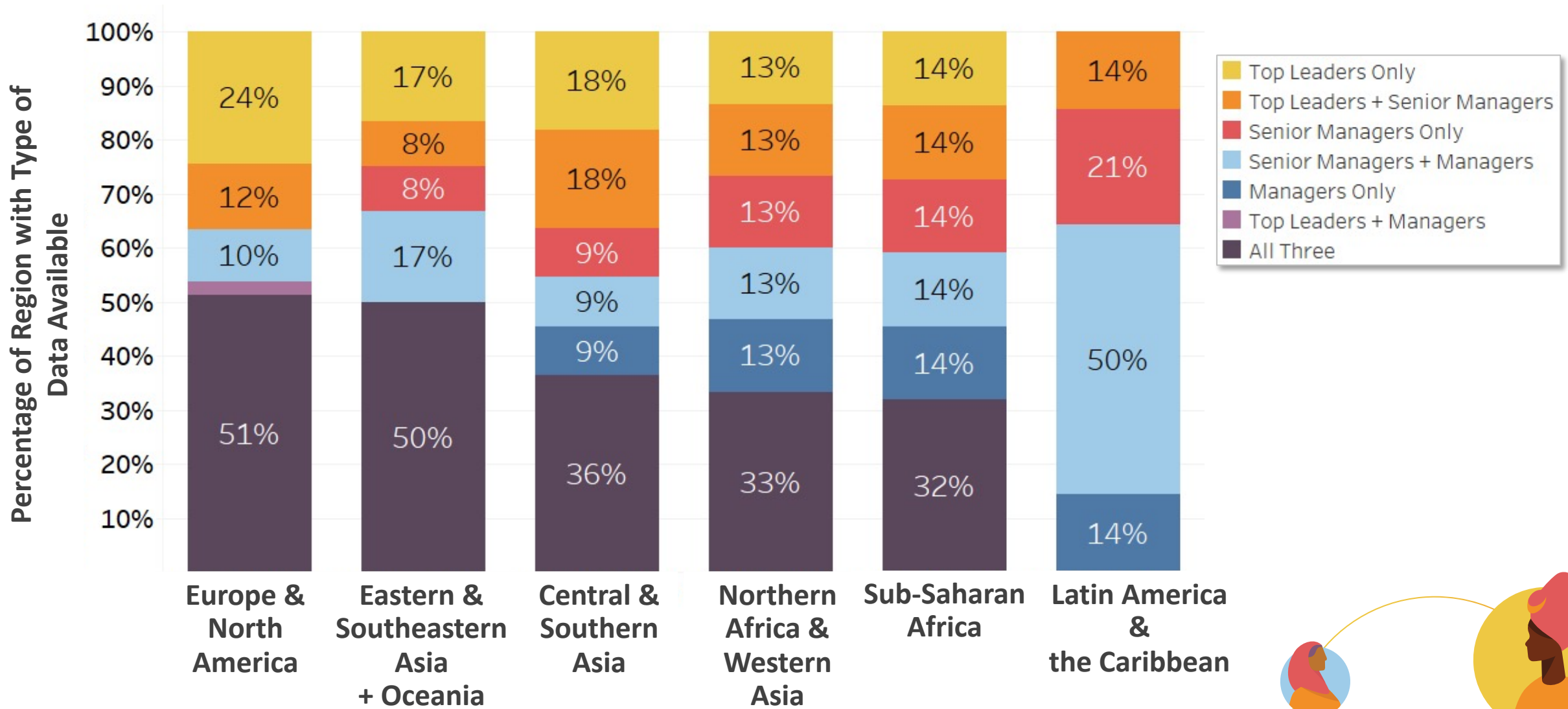
- Houses **publicly available gender-disaggregated statistics** on all levels and sectors of public administration worldwide
- **170 countries 1951-2020**
- We aim to make publicly available and accessible at **www.girl.pitt.edu**



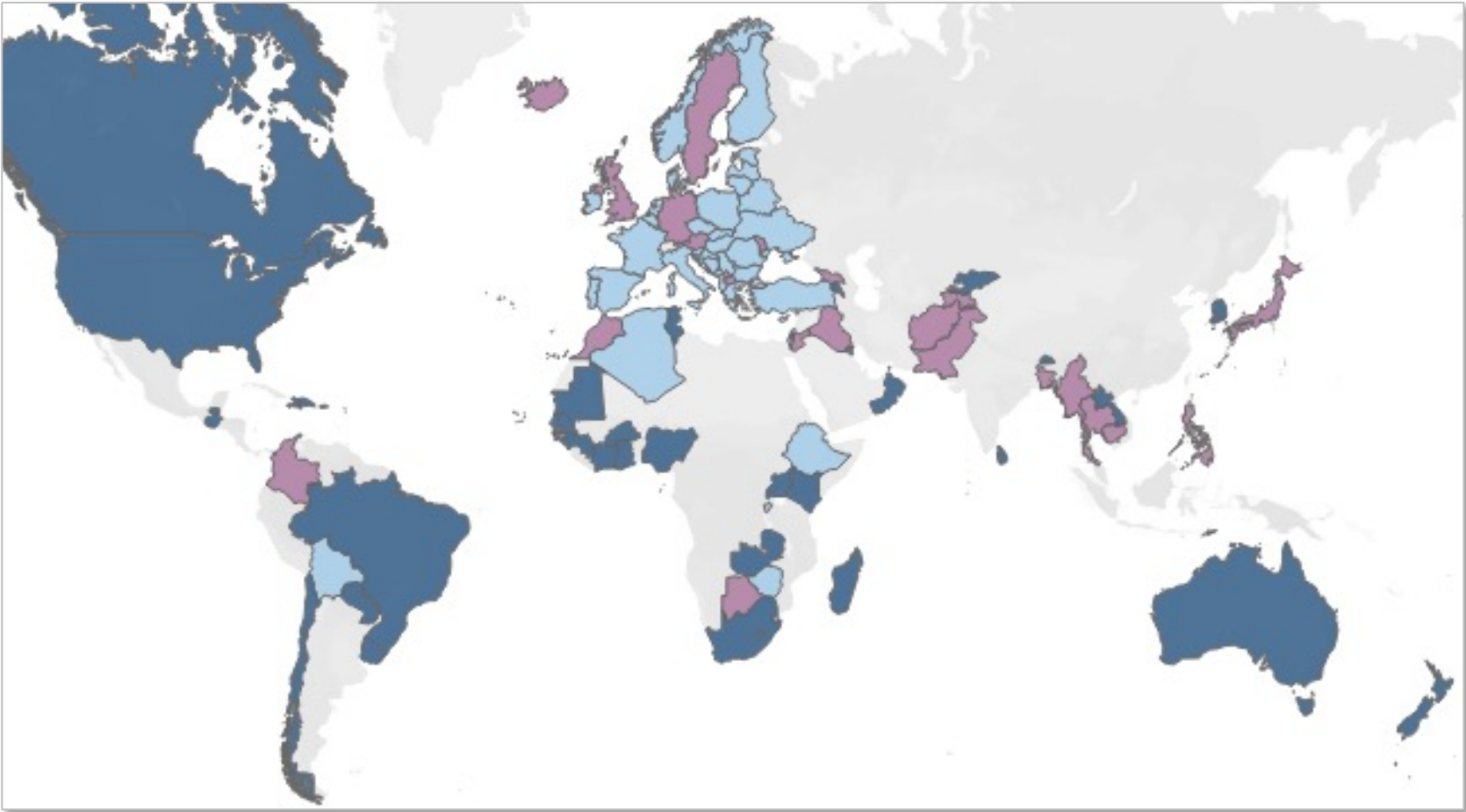
GEN-PACS: PROGRESS IN DATA AVAILABILITY



GEN-PACS: AVAILABILITY OF DECISION-MAKING DATA

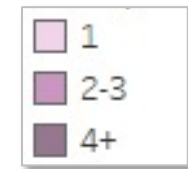
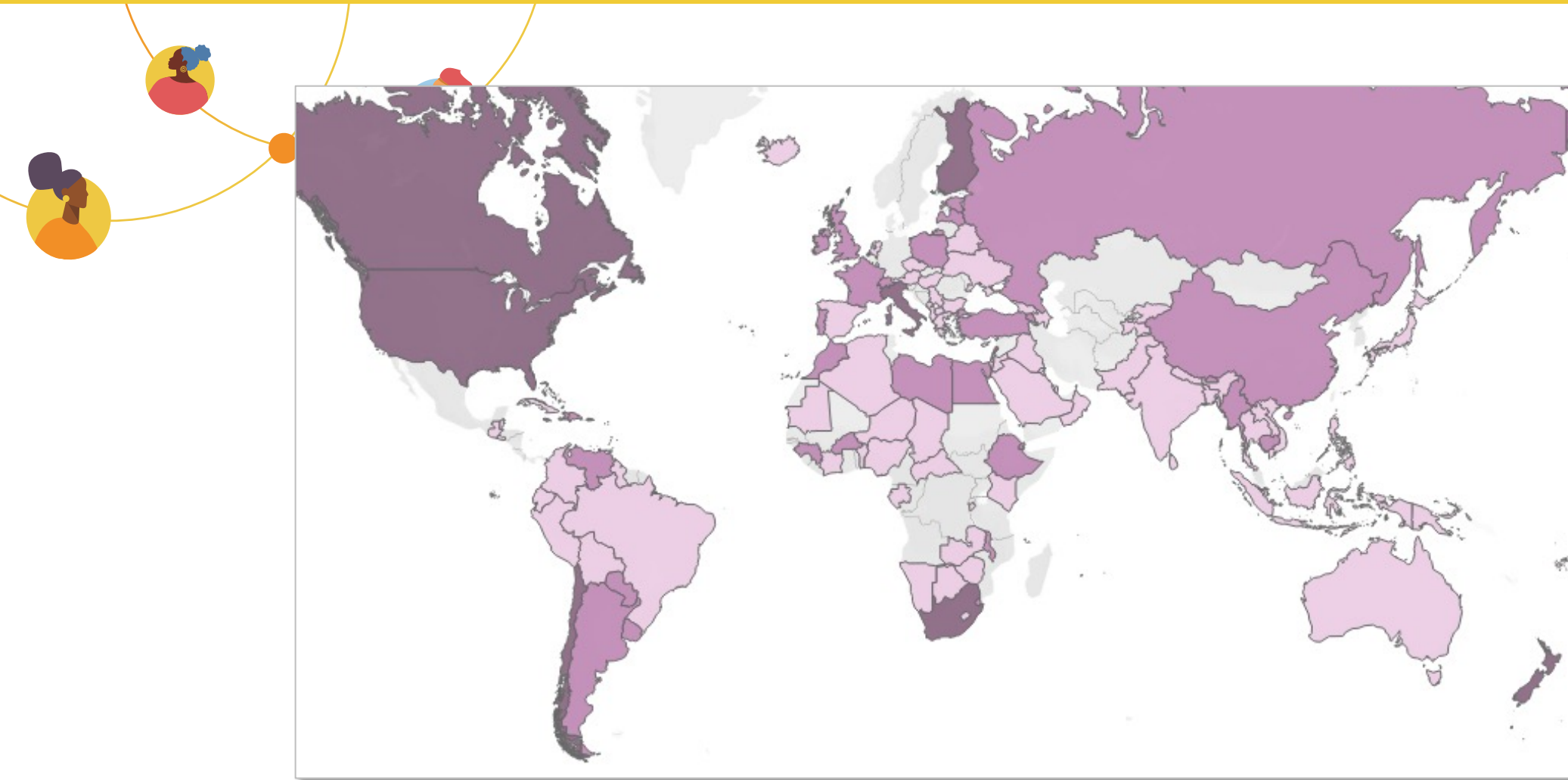


GEN-PACS: AVAILABILITY OF DATA BY MINISTRY AND/OR GOVERNMENT FUNCTION



- Overall Employees
- Decision-Making Positions
- Both

UNDP-UNW COVID-19 GENDER RESPONSE TRACKER: NUMBER OF COVID-19 TASKFORCES WITH AVAILABLE DATA



WORKSHOP GOALS



- **Showcase our students and findings** from the 2021 global report, *Gender Equality in Public Administration*
 - **Glass Ceilings**
 - **Glass Walls**
 - **COVID-19 Response**
- Have a conversation with practitioner and academic colleagues to **identify the next phase of policy-impactful research questions**



THANK YOU!

You can access the 2021
Global Report on GEPA at
[www.undp.org/publications/
gender-equality-public-administration](http://www.undp.org/publications/gender-equality-public-administration)

